



EEO REVIEW



Produced monthly by the State Equal Employment Management Office (SEEM)...

MESSAGE FROM THE SEEM

Welcome to the second edition of the EEO Review. The Equal Employment Opportunity Office wishes to all members of the PRNG a happy and safe Thanksgiving Day. Lets continue with:

Basic Elements in Civilian EEO Programs

Defense Equal Opportunity Management Institute (DEOMI) Regulatory References for Affirmative Employment

This month we will discuss the:

Race, Color, Religion, Sex, National Origin Discrimination in Employment

Title VII of the Civil Right Act of 1964 is the base upon which nondiscrimination and affirmative action programs are built. Title VII makes it unlawful for an employer to discriminate in hiring, firing, compensation, terms, conditions, or privileges of employment on the basis of race, color, religion, sex, or national origin. It also forbids employers to limit, segregate, or classify employees in any way that tends to deprive any individual of employment opportunities or adversely affects a person's employment status based on race, color, religion, sex, or national origin. Title VII has had three major revisions, one in 1972, another in 1978, and finally the Civil Rights

Act of 1991, Public Law No. 102-166.

Title VII applies to employers with more than 15 employees, employment agencies, and labor organizations. Exemptions from the law are given to religious corporations, associations, educational institutions or societies employing persons as a particular religion; bona fide, tax-exempt private clubs; Indian tribes; businesses on or near an Indian reservation to the extent they give preferential treatment to persons living on or near the reservation; and aliens employed outside the US. The Federal Government was initially exempt from Title VII because it did not meet the definition of "employer". The 1972 amendment made the Federal Executive Branch and employment subject to the law's provisions.



A Note on Retaliation

Any intimidation, threat, coercion, or retaliation by or with the approval of any sponsor against any person for the purpose of interfering with any right or privilege secured by title VII of the Civil Rights Act of 1964, as amended, Executive Order 11246, as amended, or because he or she has made a complaint, testified, assisted, or participated in any manner in any investigation proceeding, or hearing under this part shall be considered

noncompliance with the equal opportunity standards of this part. The identity of complainants shall be kept confidential except to the extent necessary to carry out the purposes of this part, including the conduct of any investigation, hearing or judicial proceeding arising therefrom.

Tips for a positive workplace atmosphere:



Set a positive example in work relationships with subordinates and co-workers regardless of race, color, religion, sex or national origin.

Take positive steps to assure acceptance of new employees in the work group, and set a positive personal example.

Consider all subordinates and co-workers as individuals rather than members of stereotyped groups.

Be impartial in dealing with all employees.

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